

DAVIS-BACON AND ELATIONS

For Elations Questions Contact

Sonya Everett

207-624-3519

Sonya.Everett@maine.gov

For Payroll Questions Contact

Sherry Tompkins

207-624-3066

Sherry.tompkins@maine.gov

What Is Davis Bacon Act (DBA)?

Davis-Bacon requires payment of prevailing wage rates to laborers and mechanics on federally funded construction projects.

Why Do We Care?

- It's the law.
- Federal funding depends on contractors and sub-contractors complying with these laws.

General Decision (Wage Rates)

- This is a list of Classifications and Wages in the Contract Book, representing the Prevailing Wage for each Classification in each county.
- The components of prevailing wage are:
 - ❖ Base Rate, which is the hourly rate of pay.
 - ❖ Fringe, which represents benefits and can be paid for in cash.

Identify & Request Additional Classifications

- The General Decision may not include all of the classifications and rates needed to complete the project.
- Contractor must request any missing classifications through the Elation System.

Identify & Request Additional Classifications (Continued)

- MDOT Civil Rights staff will review Contractor's request for approval in Elation System, allowing use of that Classification & Rate pending formal approval from US Department of Labor.
- Formal approval will be emailed to Contractor and Resident and must be posted to the bulletin board immediately.

What are Resident/Inspector Davis-Bacon Responsibilities?

- Review General Decision (Wage Rates)
- Have Contractors request rates for missing classifications - through Elations.
- Check contractor's bulletin board for accuracy and completeness.
- Review Certified Payrolls Reports (CPRs) for missing/appropriate classifications and other compliance issues

Review Certified Payroll Reports

- Certified Payroll Reports (CPRs) must be reviewed for completeness, accuracy and approval.
- Elation System will perform many of the basic compliance checks, but there is no substitute for direct observations on site.
- Duties performed and hours worked by covered workers must be consistent with the CPRs and payroll interviews.

My Project 🔍

As Owner

016750.00 SOUTH BRISTOL ✓

- Edit Project
- Assign Contractor
- Project Specific Rates
- Apprentice & Certificates
- Deduction Authorization
- Project Specific Document
- Inactivate Project / Archive
- Comments

All A B C D E F G H I J ... Z

Activated Project(s) (1)






Draft Project(s) (3)


Inactivated Project(s) (4)

Archived Project(s) (403)



























Preference

Home

Legend:  Draft  Submitted  Accepted  Rejected  No Work Performed

 **Report(s) for:016750.00 SOUTH BRISTOL** ☒ All Contractors ☐ Pending For Review

Project Manager: **Not Set** Resident Engineer: **Not Set**

1 2 3 4					
Week Ending	To .xls	CPR Accept	Submitted Date	Action	Issues
02/20/2016			02/24/2016		
02/13/2016			02/17/2016		
02/06/2016			02/09/2016		
01/30/2016			02/02/2016		
01/23/2016			01/27/2016		
01/16/2016			01/22/2016		
01/09/2016			01/12/2016		
01/02/2016			01/05/2016		
12/26/2015			12/29/2015		
12/19/2015			12/22/2015		
12/12/2015			12/17/2015		
12/05/2015			12/10/2015		
11/28/2015			12/03/2015		



Resident/Inspector Davis Bacon Responsibilities (continued)


- Payments: When you sign into Elations, you should see a payment tab that shows payments pending confirmation.
- The Resident should remind the Contractor that they need to confirm payment and tell the subs to do the same.




Online s

My Project(s)

Owner  

Project Name 

☒ 016750.00 SOUTH BRISTOL 

- Edit Project
- Assign Contractor
- Project Specific Document
- Inactivate Project / Archive
- Comments


Activated projects (332)

Inactivated projects (2)

Draft projects (3)






Archived projects (241)

Home Legend






 Report payment(s) for: **016750.00 SOUTH BRISTOL**

Project Manager: **Not Set** Resident Engineer: **Not Set**

Incoming Payments All status New Confirmed Rejected Void

Issue Date	Amount	Check #	Status	Contract	Action
02-05-2016 (SC)	\$233,501.45	2054896712		016750.00	
01-15-2016 (SC)	\$122,357.65	1154859359		016750.00	
12-23-2015 (SC)	\$396,341.59	2234819213		016750.00	
12-11-2015 (SC)	\$98,687.50	2114797509		016750.00	
11-20-2015 (SC)	\$42,384.40	1204761970		016750.00	

Outgoing Payments All status New Confirmed Rejected Void Draft

Issue Date	Amount	Check #	Status	Contract	Action
01-26-2016 (SC)	\$2,212.50	1080690		016750.00/Indepe...	
01-26-2016 (SC)	\$68.40	1080686		016750.00/G C HA...	
01-26-2016 (SC)	\$1,955.00	1080690		016750.00/Indepe...	
01-26-2016 (SC)	\$7,630.30	1080632		016750.00/Plumm...	
01-19-2016 (SC)	\$3,160.00	1080500		016750.00/Maine...	

Payroll Interviews

- Conduct payroll interviews **every 90 days** with **2 employees** from the Prime Contractor and all Subcontractors working on site 5 or more days during **each** 90 day period.
- Interviews are confidential & voluntary. They must be conducted in person - on the job site.
- Every effort should be made to cause as little disruption as possible to ongoing work.
- Both parties must sign the standard Interview Form (form #1445) after the interview.

Payroll Interview Comparisons

- The interview form is found in Elations, and the information must be compared with the data from the payroll report for that week.
- The Resident should report any apparent discrepancies immediately.
- Contact the MaineDOT Civil Rights Office for assistance or clarification if needed.

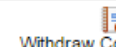
Home Reports Configuration Audit Certifications EEO

Categories Projects Add Projects Correspondence Messages CPR Status CPR Report Upload Projects Wage Survey Ad Hoc Report

Get Started

Home

Legend:



Report(s) for: 004270.10 AUGUSTA WESTERN AVENUE

☒ All Contractors ☐ Pending For Review ☐ Pending For Correction ☒ Display by ascendingProject Manager: [Shawn Smith](#) Resident Engineer: [Seth Wills](#) Last Login: 02/12/2016

Project Team

[R J Grondin & Sons \(Prime Contractor\)](#)

Activity Started: 08/24/13

Most Recent Activity: 08/29/15

Last login Date: 02/25/16 by [Michelle Millette](#)

Total Payroll Reports: 83

Total No Work Performed: 0

Outstanding Issues: 0

[Fringe Benefits](#)[Apprentice Certificate](#)[Print](#)[Messages](#)[Change Completion Status](#)[Stop Payment](#)[Cursory Review Summary](#)

Filter by status:

[All Status](#)[New](#)[Draft](#)[Flagged](#)[Void](#)

Filter by period:

Show all

[5 most recent weeks](#)

In month

08

/

15

-- Select Contract --

Week Ending	To .xls	CPR Accept	Submitted Date	Action	Issues	Contract/Subcontract	Payroll
08/29/2015			09/03/2015			004270.10	83
08/15/2015			08/20/2015			004270.10	82
07/18/2015			08/06/2015			004270.10	81
07/11/2015			07/23/2015			004270.10	80
07/04/2015			07/10/2015			004270.10	79

[A.D. Electric Co, Inc](#)

Activity Started: 11/30/13

Most Recent Activity: 07/25/15

Last login Date: 02/19/16 by [Nicole Brule](#)

Total Payroll Reports: 87

Total No Work Performed: 59

Outstanding Issues: 0

[Coastal Road Repair, LLC](#)

Activity Started: 05/09/15

Most Recent Activity: 05/09/15

Last login Date: 01/29/16 by [Cheri Despins](#)

Total Payroll Reports: 1

Total No Work Performed: 0

Outstanding Issues: 0

Copyright © 2004-2016 Elation Systems. All rights reserved. [Service Agreement](#)

Integrity – Competence - Service

**MaineDOT**



Online s

My Project 🔍

As Owner

◀ 1 2 ▶

004270.10 AUGU..WESTERN AVENUE ✓

- Edit Project
- Assign Contractor
- Project Specific Rates
- Apprentice & Certificates
- Deduction Authorization
- Project Specific Document
- Inactivate Project / Archive
- Comments

All A B C D E F G H I J ... Z

📁 Activated Project(s) (334)

📁 Draft Project(s) (3)

📁 Inactivated Project(s) (4)

📁 Archived Project(s) (403)

⚙ Preference

Field Report/Site Visit

Search

Project Name: Contractor Name: ☐ Assign by Me ☒ Assign

New	Legend:	FR Pending	Draft	Submitted	Finished	Voided
LABOR STANDARDS INTERVIEW		<u>Contractor Na...</u>	<u># Employee</u>	<u>Report Date</u>	<u>Report By</u>	<u>Inter...</u>

NO DATA

All A B C D E F G H I J K L M N O P Q





Online s

My Project

As Owner

- 022680.00-SCARBOROUGH
- 022685.00-WINTHROP
- 022688.00-0226..ADISON-NEWPORT
- 022803.00-MATINICUS
- 20268.00-DURHAM
- 20553.00-WESTBROOK
- HILLOCK WELL DRILLING
- Z TEST ENVIRONMENT

All A B C D E F G H I J ... Z

Activated Project(s) (334)

Draft Project(s) (3)

Inactivated Project(s) (4)

Archived Project(s) (403)

Preference

Field Report/Site Visit **New** X

Save as Draft Submit Site Interview Delete Site Interview Add Employee Print Go Back

Status: **New** Created by: **Tompkins, Sherry**

LABOR STANDARDS INTERVIEW

Contract Number And Location			Employee Int	
			Last Name	
Name Of Prime Contractor			Street Address	
			City	
Name Of Employer			Work Classification	
Supervisor's Name				
Last Name		First Name	MI	



Labor Standards Bulletin Board

- The Contractor's bulletin board must be displayed on the first day of construction activity.
- It must be placed in an area accessible to all employees and the general public, 24/7.
- The board is usually set up outside the field office and must be maintained to remain readable for the duration of the project.
- MaineDOT prepared a diagram and checklist. (See LPA Manual, page 10-19.)

Contractor Guide to DBA

You can find the Contractor's Guide to DBA
on the MaineDOT website:

- <http://www.maine.gov/mdot/civilrights/>